



**PUBLIC EMPLOYEE RELATIONS BOARD
PROPOSED FY 2025 PERFORMANCE PLAN**

APRIL 3, 2024

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1 PUBLIC EMPLOYEE RELATIONS BOARD

Mission: The District of Columbia Public Employee Relations Board (hereafter, PERB) is an impartial, quasi-judicial, independent agency empowered with the exclusive jurisdiction to resolve labor-management disputes.

Services: PERB determines appropriate compensation and non-compensation bargaining units. PERB also certifies, decertifies, amends, clarifies and modifies labor organizations as exclusive bargaining representatives; facilitates and reviews election procedures and results related to the selection of labor organizations as the exclusive bargaining representative; investigates and adjudicates unfair labor practices and standards of conduct complaints; reviews appeals of grievance arbitration awards; determines impasse status of collective bargaining between District government agencies and labor organizations ; facilitates impasse arbitration bargaining between District government agencies and labor organizations; determines negotiability of proposals submitted during collective bargaining contract negotiations between District government agencies and labor organizations; mediates disputes submitted to PERB; issues subpoenas and conducts hearings; and adopts rules and regulations for conducting PERB business.

2 PROPOSED 2025 OBJECTIVES

Strategic Objective

Resolve cases efficiently to provide stable labor relations in District agencies.

Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies.

Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives.

Maintain a system to allow public access to decisions rendered by PERB

Create and maintain a highly efficient, transparent, and responsive District government.

3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
Resolve cases efficiently to provide stable labor relations in District agencies.		
Decisions and Orders	Drafting opinions for Board approval.	Daily Service
Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies.		
Mediation	Dispute resolution that may reduce time and cost traditionally associated with labor disputes and identify mutually agreeable solutions.	Daily Service
Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives.		
Trainings	PERB provides training sessions to promote better understanding and knowledge of labor relations and responsibilities of District government managers and union representatives.	Daily Service
Training Center	PERB will create an in-house training center to further promote better understanding of labor relations and responsibilities to DC government managers and union representatives.	Key Project
Maintain a system to allow public access to decisions rendered by PERB		
Publishing	PERB publishes Decisions and Orders in a timely fashion for public distribution.	Daily Service

4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Resolve cases efficiently to provide stable labor relations in District agencies.					
Percent of cases requiring a hearing that are resolved within 300 days	Up is Better	70%	68%	60%	60%
Percent of cases not requiring a hearing that are resolved within 120 days	Up is Better	71.4%	90%	75%	75%
Percent of cases referred to the Board with a Decision within 120 days	Up is Better	100%	100%	100%	100%
Assist parties to reach mutual agreement on resolutions of labor disputes to promote harmony between unions and District agencies.					
Percentage of settlements resulting from mediation	Neutral	60%	0%	30%	30%
Provide training sessions and resources that promote better understanding and knowledge of labor relations and various responsibilities of District government managers and union representatives.					
Number of training sessions conducted	Up is Better	11	8	8	8
Maintain a system to allow public access to decisions rendered by PERB					
Percent of Board decisions published in the D.C Register within 60 days of issuance	Up is Better	100%	100%	100%	100%
Percent of decisions uploaded to PERB's website within 60 days	Up is Better	100%	100%	100%	100%
Create and maintain a highly efficient, transparent, and responsive District government.					
Percent of new hires that are District residents	Up is Better	New in 2023	100%	No Target Set	No Target Set
Percent of employees that are District residents	Up is Better	New in 2023	62.5%	No Target Set	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	No Applicable Incidents	No Target Set	No Target Set
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia	Up is Better	New in 2023	0%	No Target Set	No Target Set

Key Performance Indicators (*continued*)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set

Workload Measures

Measure	FY 2022	FY 2023
Decisions and Orders		
Number of total cases closed in Fiscal Year	50	42
Number of total cases filed with PERB in Fiscal Year	48	35
Number of Arbitration Review Requests filed with PERB in Fiscal Year	9	7
Number of cases that held a hearing in Fiscal Year	5	11
Number of Representation cases filed with PERB in Fiscal Year	2	13
Number of Negotiability cases filed with PERB in Fiscal Year	2	0
Number of Non-Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	2	2
Number of motions for reconsideration of Board decisions filed	5	6
Number of Compensation Negotiation Impasse cases filed with PERB in Fiscal Year	5	1
Number of Enforcement Petitions filed in Fiscal Year	0	1
Number of Standards of Conduct Complaints filed in Fiscal Year	5	10
Number of Unfair Labor Practice Complaints filed in Fiscal Year	22	12
Mediation		
Number of mediations conducted	20	15
Trainings		
Number of participants who completed training, outreach and facilitation activities	192	145
Publishing		
Number of cases published in the D.C. Register	24	27
Number of cases uploaded to PERB's website	23	27